



Tripartite National Launch Event of Zambia Decent Work Country Profile

Workshop Report
Lusaka, 31 January 2013



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ILO COUNTRY OFFICE FOR ZAMBIA
ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)

Workshop Report

**Tripartite National Launch Event of the Zambia Decent Work
Country Profile**

31 January 2013

Lusaka, Zambia

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with funding from the European Union under the ILO/EC Project
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International Labour Office
Lusaka and Geneva

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1. BACKGROUND

KPR Consulting was contracted to manage the launch of the Decent Work Country Profile for Zambia which, as per the Terms of Reference included:

- Invitation of suitable participants (50) to the launch in collaboration with Ministry of labour, CSO and ILO
- Drafting all correspondence related to the launch including but not limited to invitations
- Draft Agenda/Program for the launch event and facilitate proceedings
- Development of Press Communiqué and Press Junkets leading to the launch of the DW Country profile
- Development of 5 and 15 minute documentary on Decent Work with reference to the Zambia DW Country Program. The 5 minute documentary was developed for screening on the actual launch date
- Mobilisation of Media to the Event
- Ensuring visibility of the launch of the DW Country Profile by developing Brochures and other IEC Materials including Pop-Up stands (Price of developing and Printing should be included in the quotation)
- Documenting the entire launch event into a standard documentary
- Preparing Web Loadable Launch event report including pictorial evidence (i.e. photo gallery)
- Drafting Speeches for the launch in liaison with MLSS, CSO and ILO (average of three speeches related to the Policy environment in support of Decent Work
- Maintaining Brand visibility leading to the launch of the DW Country Profile as well as during the launch

2. LAUNCH EVENT

Cradled in the hub of Lusaka's diplomatic district, InterContinental Lusaka was the ideal location for the media and stakeholder launch of the Decent Work Country Profile for Zambia on 31 January 2013. A high-level audience of guests that included the Chinese Ambassador to Zambia Zhou Yuxiao, the Deputy Governor of the Bank of Zambia, the United Nations Resident Coordinator, Ms. Kanni Wignaraja, Country Director for United Nations Development Programme (UNDP) Ms. Viola Morgan, as well as key Zambian Government Ministry and agency representatives.

Hosted by respected broadcaster Franklin Tembo Junior, the launch was well attended by Zambian media. The Minister of Labour and Social Security, Honourable Fackson Shamenda MP officiated at the launch and was joined by the ILO's Country Director for Zambia, Malawi and Mozambique Mr Martin Clemensson and the Employers and Workers organizations.

The stakeholders present and delivering addresses were the Zambia Federation of Employers (ZFE), the Zambia Congress of Trade Unions (ZCTU) and the Federation of Free Trade Unions of Zambia(FFTUZ).

A five-minute documentary on Decent Work in Zambia was screened to the guests in attendance and was a crowning moment for the day's deliberations as it captured the essence of the launch and the partners' involvement in its success.

3. MAIN OUTPUTS (attached in Annex)

1. Speeches (5)
 - Mr Martin Clemensson, ILO Country Director – Zambia, Malawi & Mozambique
 - Hon. Fackson Shamenda, Minister of Labour & Social Security (MLSS)
 - Mr. Leonard Hikaumba, President – Zambia Congress of Trade Unions (ZCTU)
 - Mr. Lyson Mando, Executive Secretary – Federation of Free Trade Unions (FFTUZ)
 - Mr. Harrington Chibanda, Executive Director – Zambia Federation of Employers (ZFE)
2. Press Releases (1)
3. Op-Ed (2)
4. Snapshot Summary (100 copies printed for distribution)
5. Decent Work Country Program Brochure (100 copies printed for distribution)
6. Branded Materials
 - Pull-ups (16)
 - Folders (100)
7. 5-Minute Documentary on DVD
8. 15-Minute Documentary on DVD
9. Photo Gallery
10. CD of Presentations, Speeches, DW Country Profile, Snap Shot summary and some Photography from Launch Event & Media Sensitization Session (50 produced for distribution)

4. PRE-LAUNCH COVERAGE

The pre-launch media coverage was carried on Radio Phoenix's morning bulletin. The story announced the ILO's forthcoming launch of the Decent Work Country Profile in partnership with the Ministry of Labour and Social Security.

A pre-launch media sensitization session was arranged at the ILO in Lusaka to engage the media and highlight the background of the Decent Work Country Profile. The following media were in attendance:

- I. ZNBC TV
- II. Zambia Daily Mail
- III. Radio Christian Voice

5. MEDIA ATTENDANCE

Media invites were sent to all media as well as news agencies prior to the launch and RSVPs on the Wednesday before the event the following day. Follow-ups were also made on the morning of the launch with the following media attending the launch at InterContinental Lusaka.

Name	Title	Media	Contact Details
George Sichinga	Reporter	ZANIS	0966 494292 milansichinga@yahoo.com
Shupiwe Zulu	Camera Person	ZANIS	0978696672
Claver Mutinta	Reporter	Zambia Daily Mail	0977935741 tintaclaver@yahoo.com
Victoria Phiri	Reporter	Times of Zambia	0977471416 rosludauchi@yahoo.com
Kombe Chimpinde	Reporter	The Post	0977348027 kombechimpinde@gmail.com
Muyunda Mwangala	Reporter	New Vision	0977326496 muyundapm@gmail.com
Logic Lukwanda	News Reporter	Hot FM	0966359725
Cynthia Chitoshi	Reporter	Radio Phoenix	0979132890 cynchisanga@yahoo.co.uk
Gasper Ngulube	Reporter	TBN	0977266344 ngulube@yahoo.com
Michael Namateba	News Reporter	Comet Radio	0969157794 michaelnamateba@yahoo.com
Cynthia Nkhata	News Editor	Comet Radio	cynthiankhata@yahoo.com
Petronella Nyirenda	Reporter	Radio Christian Voice	0977645924 nyirendapetronella@ymail.com
Kangwa Chileshe	Reporter	Yatsani Radio	0979547861 kangwachilese2@yahoo.co.uk
Kunda Kunda	News Editor	Joy FM	0965420875 mcintosh.k@gmail.com

6. MEDIA COVERAGE

Coverage of the launch was in all the major print and electronic media as follows. See Annex (Media Coverage).

Media	Slot / Section	Date
ZNBC Radio	Lunchtime News	31 January
Hot FM	Lunchtime News	31 January
Radio Phoenix	Lunchtime News	31 January
Joy FM	Lunchtime News	31 January

<i>Yatsani Radio</i>	Main News	31 January
<i>Times of Zambia</i>	Home News, Page 2	1 February
<i>The Post</i>	Home News, Page 11	1 February
<i>Zambia Daily Mail</i>	Home News, Page 2	1 February

7. POST-LAUNCH COVERAGE

An in-depth feature article was published following the launch. See Annex (Post Launch Coverage)

Media	Section / Slot	Date
<i>Times of Zambia</i>	Features, Page 13	11 February

8. CHALLENGES

I. Media Sensitization

With invitations already shared for the launch event, the media did not seek to pre-empt the launch and sustained the challenge of generating pre-launch coverage in Zambia. Attendance of the sensitization session was not as expected/envisaged.

II. Understanding Decent Work

The media expressed challenges in grasping 'Decent Work' – challenge that also extended to agency with regards to simplifying the launch when engaging the media. The media did, however, demonstrate a good grasp of Decent Work in their reporting although media sensitization will still be required to ensure the media understand and report with authority on an ongoing basis.

9. MEDIA FEEDBACK / INSIGHTS

The media feedback on the launch of the Decent Work Country Profile report was that it was a technical document which posed a challenge to condense into news reports or feature articles.

There was also feedback on the Snapshot Summary which was noted as having significant topline results without a handful being selected by the ILO as being the most important for the media to report on.

ANNEX

CONTENTS:

Annex 1. Speeches

- Mr Martin Clemensson, ILO Country Director – Zambia, Malawi & Mozambique
- Hon. Fackson Shamenda, Minister of Labour & Social Security (MLSS)
- Mr. Leonard Hikaumba, President – Zambia Congress of Trade Unions (ZCTU)
- Mr. Lyson Mando, Executive Secretary – Federation of Free Trade Unions (FFTUZ)
- Mr. Harrington Chibanda, Executive Director – Zambia Federation of Employers (ZFE)

Annex 2. Press Release

Annex 3. Op-ED's

Annex 4. Snap Shot Summary

Annex 5. Decent Work Country Program Brochure

Annex 6. Branded Materials

- Pull-ups (4)
- Folder
- Brochure
- Snapshot Summary
- Media Invitation

Annex 7. Media Coverage – Print

Annex 8. Sample Photo Gallery

Annex 4. SnapShot Summary



International
Labour
Organization

Measuring Decent Work in Zambia

The Decent Work Country Profile at a glance

What is Decent Work?

The Decent Work Agenda is a globally recognized framework for reducing poverty and balancing development. It has four objectives:

1. **Job creation** – building an economy that fosters investment, entrepreneurship, skills development, and sustainable livelihoods.
2. **Rights** – ensuring recognition and respect for the rights of all workers and employers.
3. **Social protection** – ensuring a safe and healthy workplace, an adequate work-life balance, income protection, and access to healthcare for all.
4. **Social dialogue** – strong and independent workers' and employers' organizations to avoid disputes and build harmonious and productive workplaces.

Decent work for all is also contained in MDG Target 1b which has 4 indicators:

- labour productivity growth rate
- Employment-to-population ratio
- Working poverty rate
- Vulnerable employment rate

This summary is part of the ILO and European Commission project - *Monitoring and Assessing Progress on Decent Work (MAP)*, which supports better measurement of decent work in developing and transition countries.

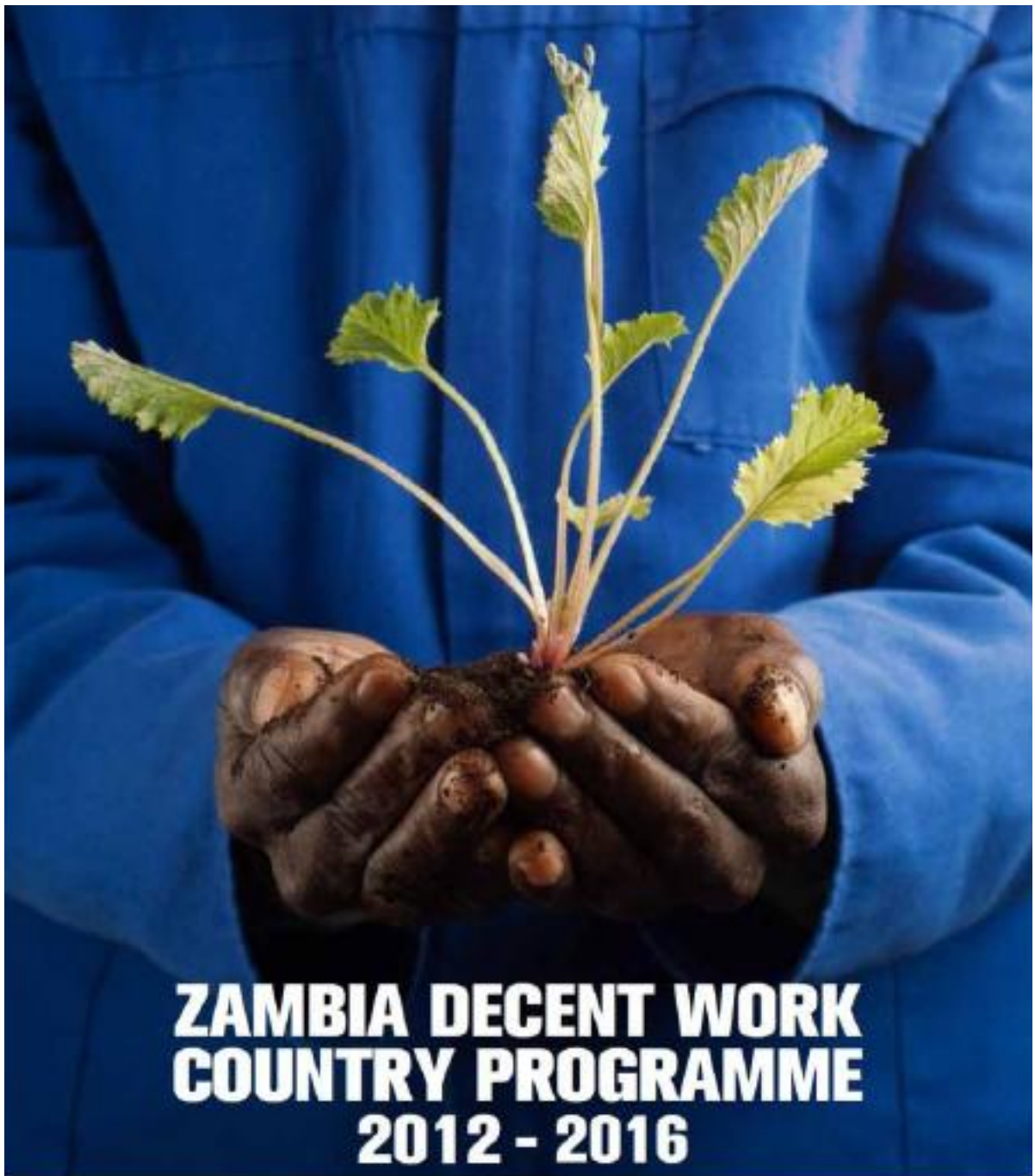
Summary

(Data period 1998-2008)



Map: ILO World Database

- **Agriculture is the main employer** accounting for 71 % of total employment, although the mining sector has been the main driver of economic growth. Most of this growth is based on extractives, principally copper. There has been little sectoral diversification, making the economy vulnerable to global crises.
- **Working poverty and HIV/AIDS levels among the working age group remain high at 66.4 % and 14.3 % respectively.**
- **Net school enrolment rate improved significantly from 86 % in 2000 to 96 % in 2008.** However, due to the limited space available, only half of the primary school graduates can be enrolled in secondary level. This situation is further aggravated by the lack of places at tertiary level for the eligible age group.
- **Youth and urban unemployment rates were found to be high at 14 % and 18 % respectively in 2008.** Informal employment was very high and remained constant at 90 %. Vulnerable employment represented 81 % of the population in 2008, with a much higher proportion in rural areas.
- **The working poverty rate indicated that two thirds of Zambian workers in regular employment remain in relative poverty due to low levels of pay.** The working poverty rate is higher in rural areas at 79.5 % compared to 22.9 % in urban areas (2008).
- **Women are still earning less compared to their male counterparts, which is partly due to the concentration of more women in low-status jobs.**
- **Casualization of the labour force has contributed to the deterioration of conditions of work.** Increasingly, parts of the private sector are replacing secure long-term employment contracts with casual short-term staff who tend to provide cheaper labour.
- **Domestic workers are among those who work long hours for little pay, some working a total of 66 hours a week, instead of the 48 hours allowable by law.**
- **Legislation explicitly places family responsibilities disproportionately more on women than men.** E.g. only women can go on paid leave to nurse a hospitalized child.
- **The HIV/AIDS pandemic has increased the number of orphans who have no choice but to resort to child labour for their livelihoods.** Although the number of children in employment decreased from 45.8 % to 33.7 % between 2005 and 2008, this figure remains high.
- **Women's share of the labour force rose from 45.9 % in 1998 to only 48.7 % in 2008.** Women continue to have difficulty accessing employment opportunities due to low educational standards and barriers in pursuing higher education. Employment of people with disabilities remains a serious challenge as the majority of establishments lack disability friendly premises.
- **The biggest challenge to maintaining a safe work environment lies in the inadequacies of the institutions tasked to enforce regulations, as they are severely constrained by insufficient funding and lack of support infrastructure.**
- **The National Pension and Scheme (NAPSA) is the largest social security scheme in force, with an estimated coverage of 8 % of the labour force.** However, coverage is limited to the formal sector, so the majority of the population does not have access to any form of social security since they earn their living from informal employment.
- **Membership of the employers' organization rose consistently after 2000, while membership of the trade unions declined between 2008 and 2010.** Trends towards casualization and the exemption of some professional groups from forming trade unions effectively reduces the number of trade union members.



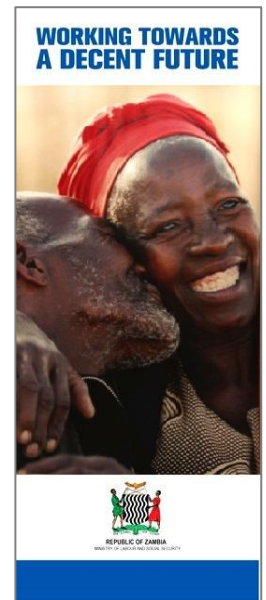
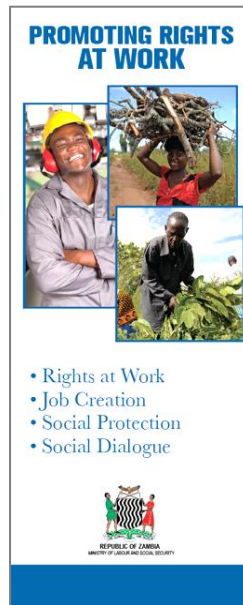
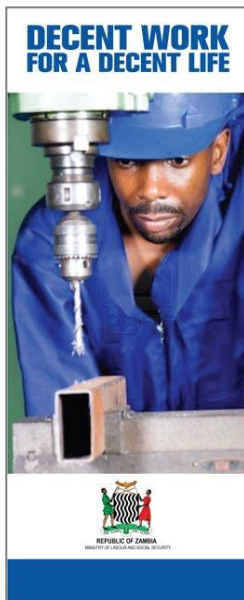
**ZAMBIA DECENT WORK
COUNTRY PROGRAMME
2012 - 2016**



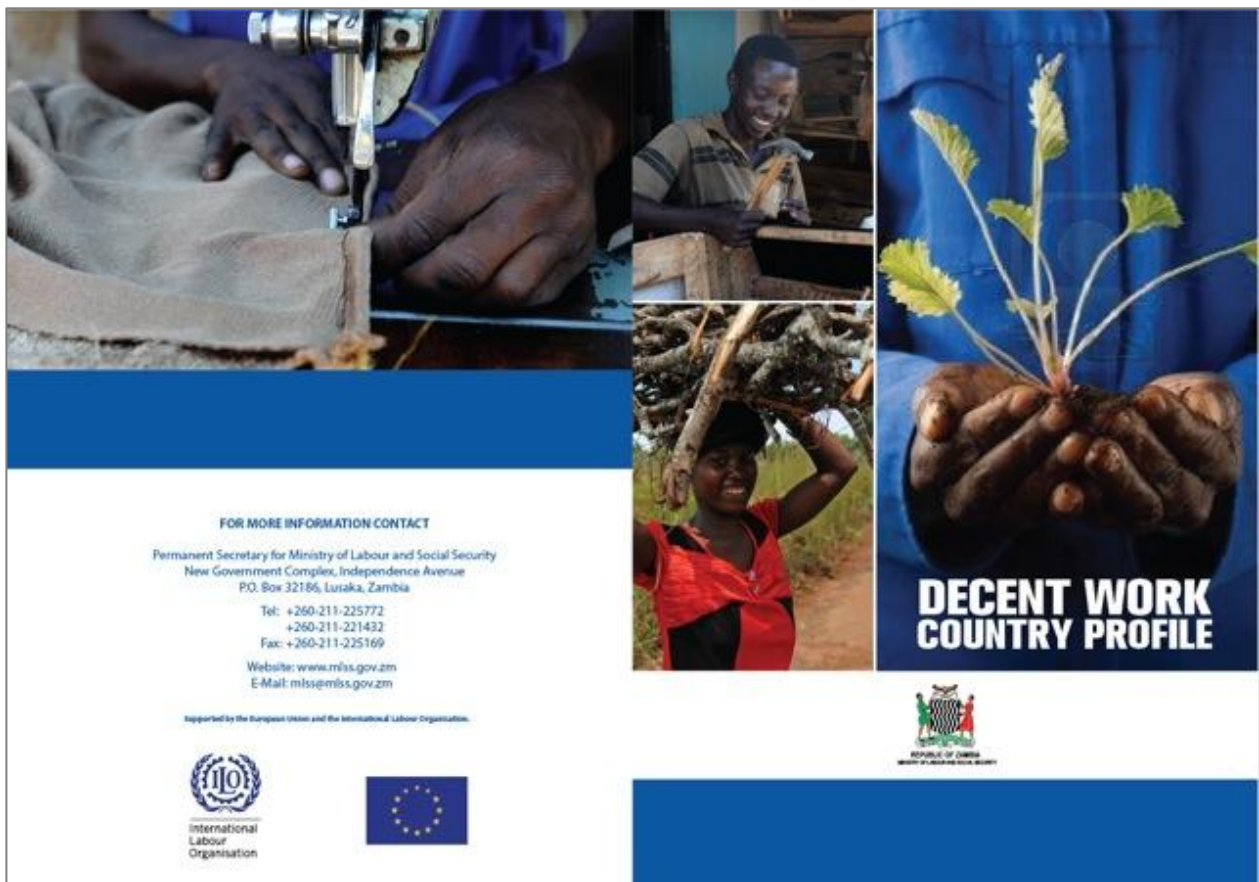
REPUBLIC OF ZAMBIA
MINISTRY OF LABOUR AND SOCIAL SECURITY

Annex 6. Branded Materials

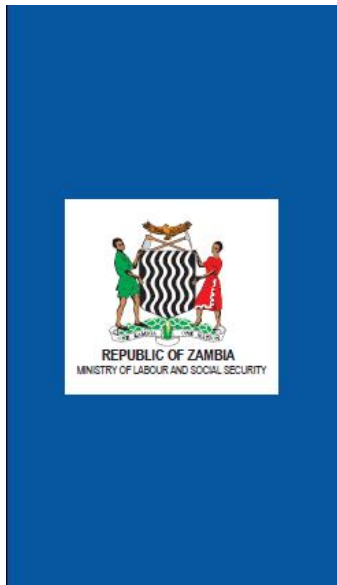
PULL-UPS



FOLDER



MEDIA INVITATION



The Minister of Labour and Social Security, Honourable Fackson Shamenda, MP will officially launch the Decent Work Country Profile For Zambia. The Decent Work Profile will be launched by the Government of Zambia and was developed with the technical support of the international Labour Organisation (ILO) in Zambia.

Date: 31st January, 2013

Time: 07:30hrs

Venue: InterContinental Hotel

**Please note that breakfast will be served until 08:15hrs.*

RSVP:

Choolwe Chikolwa
KPR Consulting

Telephone: +260 211 236775 | Mobile: 0964 381 831

Email: choolwe@kprconsulting.com

Annex 7. Media Coverage – Print

The Post, Home News – Pg2, February 1, 2013

Govt won't pretend over unemployment - Shamenda

By Kombe Chimpindo

FACKSON Shamenda says the government will not pretend over the country's unemployment situation.

And International Labour Organisation (ILO) country director Martin Clemensson says there can be no solution to poverty without secure, meaningful and adequately paying jobs in both the public and private sectors.

Shamenda, who is Minister of Labour, said the government wanted to document all shortcomings in the labour sector for them to adequately deal with the existing challenges of unemployment.

Speaking when he launched the 2012-2013 Decent Work Country Programme in Lusaka yesterday, Shamenda said the generation of statistics to help close gaps in the decent work agenda was government's priority as demonstrated by the release of preliminary results of the Labour Force survey for 2013.

"We shall never be embarrassed of releasing statistics as they stand, unlike the previous administrations, which were try-

ing to sweep these statistics under the carpet. Pretense will never help us at all," he said. "These Labour Force Survey results when evaluated together, with the Decent Work Country Profile will be a basis towards reforming the existing policy and legal frameworks, which will play an important part in fundamental human rights at work, promoting employment and economic growth."

He said all fundamental rights of employees must be respected by employers.

"At the same time work within themselves the responsibility to ensure that they maximize their productivity," said Shamenda.

And Zambia Federation of Employers (ZFE) executive director Harrington Chibanda called on the government to create business conditions for employers to take advantage of emerging markets that will encourage diversification and physical growth.

"For employers of Zambia to continue bold and entrepreneurial steps through their

businesses and in turn provide more employment to people can only take confident strides if they can rely on the productivity of the employees," said Chibanda.

"Some of the statistics reflected in the decent work country profile show that unemployment is lowest among those with tertiary education, this is an important indicator of why we need to continuously promote training beyond grade 12 that will ensure a more qualified and prepared workforce."

And Clemensson said the Decent Work Country Profile will challenge the government to put in place measures and resources to address the deficits or weaknesses and set aside adequate responses.

He highlighted that the key element in Zambia's work profile was unemployment, which needed to be addressed.

"...So jobs are central," he said. "Decent work is central to the efforts to reduce poverty and a means of achieving equitable, inclusive and sustainable development in all countries both developed and undeveloped."

Clemensson said the decent work agenda is an appropriate policy framework that is central to eradicating poverty and a key to achieving millennium development goals (MDGs).

The Decent Work Profile is a statistical analysis of Zambia's progress towards realising decent work.

It has been prepared by national consultants under the coordination of the Advisory Committee consisting the Ministry of Labour, Central Statistical Office and International Labour organisation.

The aim of the programme is to contribute to the objectives of the national decent work agenda articulated in the Sixth National Development agenda as articulated in the Sixth National Development Plan (SNDP).

Preliminary findings have indicated that the majority of those in employment earn their living through the informal sectors such as agriculture, which are characterised by low skills, low productivity and high levels of underpay, hence the resultant high poverty levels.

State Launches Decent Work Country Profile

Government has launched the Zambia decent work country profile which will reflect the realities of work in the nation. Minister of Labour Fackson Shamenda says Government has started reviewing the national employment and labour market policy and is undertaking major pension reforms.

Mr Shamenda said during the launch of the decent work country profile in Lusaka yesterday that Government is committed to reducing youth unemployment levels through the promotion of enterprise.

“As part of our proactive approach and as a result of our continued commitment to promoting equity and social justice for all, government is seeking to completely eliminate child labour in all its forms through program such as the tackle project [tackling child labour through promotion of enterprise],” he said.

The minister also said government is reviving public employment exchange services and creating new ones in all provincial centres.

“Government is reorganizing and reorienting all youth plans and programs to suit the current needs and aspirations of our young people. This will include restructuring existing youth training schemes,” he said.

And Mr Shamenda said the decent work country profile is an invaluable resource for government, Zambians and various interest groups. He said the profile cannot be achieved unless the rights of both employees and employers are respected. “Protection from unfair dismissal, the right to work normal hours, a safe working environment, stability and security of work are all fundamental rights of every employee,” Mr Shamenda said.

The minister said employment is central to a person’s well-being as it paves the way for broader economic and social advancement.

Earlier, International Labour Organisation country director for Zambia, Malawi and Mozambique Martin Clemensson said the minimum wage and legislation for workers’ rights are key ingredients to ensuring that the benefits of development are widely distributed.

“However, it is still a great concern that the number of jobs being created is not matching the growth of the economy,” he said.

And Zambia Congress of Trade Unions president Leonard Hikaumba said the launch of the decent work country profile offers a new opportunity to evaluate and reflect on individual and organisational roles in moving Zambia closer to achieving the decent work agenda.

Mr Hikaumba said about eight percent of the working population in Zambia receive social security cover from the National Pension Scheme Authority.

Federation of Free Trade Unions Zambia secretary general Alison Mando appealed to government to compel both foreign and local investors to implement the revised minimum wage which came into effect last year.

And Zambia Federation of Employers executive director Harrington Chibanda said his organisation stresses the need for a free collective bargaining system between workers and employers in a spirit of mutual respect and understanding.

Zambia: Decent Work Agenda Solution to Poverty

DECENT work is cardinal to efforts of poverty reduction and a means for achieving equitable and sustainable development.

A respectable job involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families.

Decent work also gives people the freedom to express their concerns, organise and to participate in decisions that affect their lives.

But is this applicable to most Zambians? The answer is no!

It is against this background that Government has started working towards the attainment of this goal.

The Government is reviewing labour laws, a development that would see tremendous improvements in the labour market.

Secondly, Government launched the Decent Work Country profile which is aimed at critically assessing progress towards the achievement of decent work in Zambia.

The Government believes the decent work agenda is an appropriate policy framework that is vital in poverty eradication.

The labour force survey results when evaluated together with the decent work country profile would form a basis towards reforming the policy and legal frameworks surrounding decent work.

The Decent Work Country Profile for Zambia has been prepared by national consultants under the coordination of the Zambia Decent Work Country Programmes (DWCP) Advisory Committee, with the active participation of the Ministry of Labour and Social Security, the Central Statistical Office (CSO), with the technical assistance of the International Labour Organisation (ILO) experts.

National partners identified a list of decent work indicators relevant for Zambia during the tripartite consultation workshop on measuring decent work in Siavonga in January 2010.

The legal and statistical indicators were compiled according to the national list of decent work indicators and analysed within the social and economic context that had prevailed in Zambia during the last decade (2000-2010).

The draft Profile was discussed by constituents during the Tripartite Validation Workshop of the Zambia Decent Work Country Profile (Lusaka, December 2011), with the participation of the Ministry of Information, Broadcasting and Labour, the CSO, the Ministry of Finance and National Planning, and representatives of the Zambia Federation of Employers (ZFE), the Zambia Congress of Trade Unions (ZCTU) and the Federation of Free Trade Unions of Zambia (FFTUZ).

The main results of the profile were important inputs for designing and implementing the Zambia Decent Work Country Programme.

Besides, the profile for Zambia represents an important advocacy tool for mainstreaming decent work into national development plans.

Labour Minister Fackson Shamenda, when launching the profile, said Government would not be ashamed to release statistics on the high unemployment levels in Zambia.

"Government will not be ashamed to release statistics on unemployment as they stand unlike the previous regime which wanted to sweep them under the carpet. Pretence never helps," Mr Shamenda said.

The decent work profile will protect workers from unfair dismissal and ensure the right to work normal hours and security of work are all fundamental rights of every worker.

The Decent Work Country Profiles covers ten substantive elements corresponding to the four strategic pillars of the decent work agenda.

It covers full and productive employment, rights at work, social protection and the promotion of social dialogue, employment opportunities; adequate earnings and productive work.

The profile also covers decent hours, combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, employers' and workers' representation.

The profile provides key information for designing and monitoring the DWCP and represent an advocacy tool to mainstream decent work into national development policies.

The compiled decent work indicators will serve as a reliable baseline at the stage of defining decent work targets, and as a powerful instrument for the monitoring and evaluation of the DWCP and national policies.

In September 2008, the ILO convened an international Tripartite Meeting of Experts (TME) on the measurement of decent work, and consequently, adopted a framework of decent work indicators, that was presented to the 18th International Conference of Labour Statisticians (Geneva, December 2008).

The governing body endorsed the proposal to test the framework in a limited number of pilot countries, by developing decent work country profiles.

The project on Monitoring and Assessing Progress on Decent Work (MAP) (2009-2013) with funding from the European Union (EU), works with government agencies, employers' and workers' organisations and research institutions to strengthen the capacity to self-monitor and self-assess progress towards decent work.

The MAP project covers ten countries in the world, including Zambia, and facilitates the identification of decent work indicators that are relevant at the national level.

The projects supports data collection and uses the collected data for an integrated policy analysis of decent work profiles in order to make them relevant for decent work country programmes and national policies.

The project also provides guidelines and manuals on measuring and assessing progress on decent work from the pilot countries' experience.

ZCTU president Leonard Hikaumba said the launch of the decent work country profile offers a new opportunity to evaluate and reflect on individual and organisational roles in moving Zambia closer to achieving the decent work agenda.

Mr Hikaumba, however, said non-compliance to the minimum wage, overtime and decent work hour legislation by employers continued to be a major challenge.

Mr Hikaumba was concerned with practices of casualisation of labour that negatively affected workers'rights to stable and secure employment.

"I would, therefore, like to appeal to institutions tasked with enforcing these laws to prioritise the inspection of all companies suspected of flouting the laws that have been put in place to protect the decent working conditions of employees," Mr Hikaumba said.

ILO country director Martin Clemensson said the findings of the decent work profile would ensure key outcomes such as better employment for the youth, women and people with disabilities were achieved.

Mr Clemensson said labour market policies such as the minimum wage and employment protection legislation were vital ingredients for ensuring that the benefits of development were distributed and workers' rights protected.

The Mineworkers Union of Zambia general secretary Joseph Chewe said the decent work profile is good initiative because it is aimed at improving the work standards of Zambians.

Mr Chewe, however, said Government should ensure strict decent work profile especially in the mining sector where the country was experiencing a lot of job losses.

"We have experienced job losses especially in the mining industry, most people nowadays are given jobs on contracts which last for six months or one year," he said.

And Federation of Free Trade Unions Zambia secretary general Alison Mando appealed to Government to compel both foreign and local investors to implement the revised minimum wage which came into effect last year.

Zambia Federation of Employers executive director Harrington Chibanda emphasised the need for a free collective bargaining system between workers and employers in a spirit of mutual respect and understanding.

Annex 8. Sample Photo Gallery

